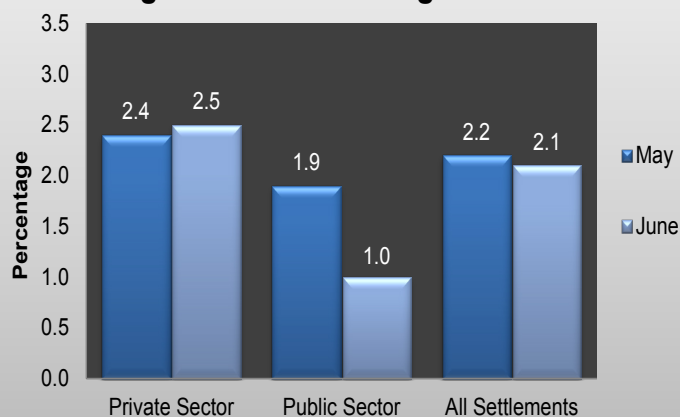


Collective Bargaining Highlights June 2013



At A Glance

Average Annual Base Wage Increase



Agreements Settled in June

In June, 21 collective agreements were ratified, each covering 150 or more employees. These agreements covered 33,999 employees, 72.7% of whom were in the private sector (24,731).

The overall average annual increase in base wage rates in June was 2.1%, a decrease from 2.2% reported in the previous month. In the public sector, seven (7) agreements were settled for an average annual base wage increase of 1.0%, a decrease from 1.9% reported in May 2013. In the private sector, 14 agreements were settled for an average annual base wage increase of 2.5%, an increase from 2.4% reported in the previous month.

For settlements in the month of June, the industry with the highest average annual base wage increase was construction. The lowest average annual base wage increase was health and social services. The average annual base wage increase in construction was 2.7% for nine settlements, while in other services, the average annual base wage increase for one settlement was 2.0%. In health and social services, the average annual base wage increase was 0.8% for three settlements. Both manufacturing (two settlements) and trade and finance (one settlement) reported average annual base wage increases of 1.0%.

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Ministry of Labour

Dispute Resolution Services

Wage Settlements - June

Table 1: Wage Settlements Current Month, Current Three Years

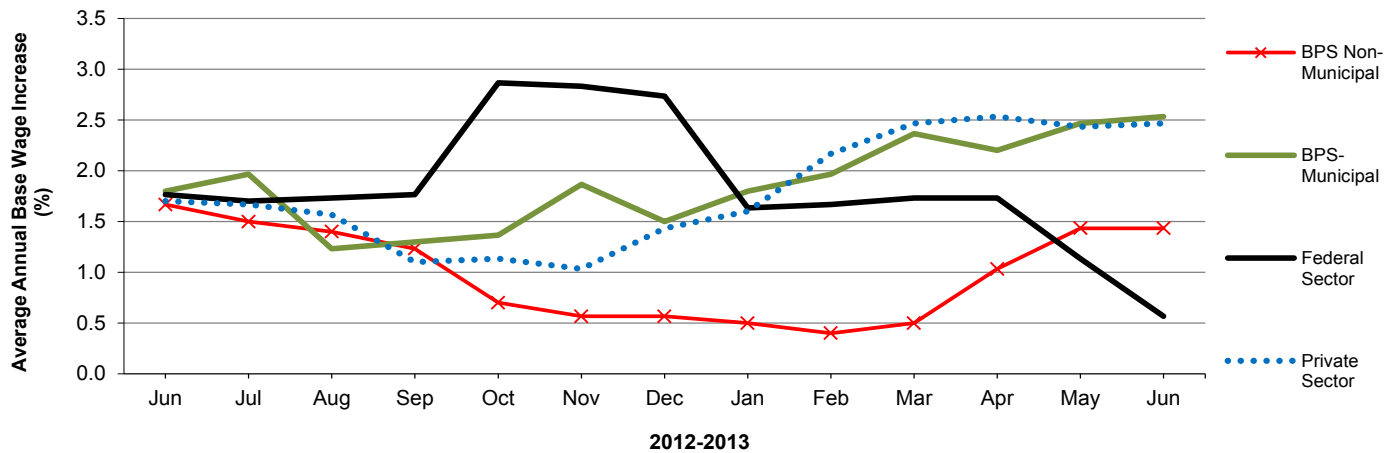
	JUNE			ANNUAL		
	Agmts	Empls	Average Annual Increase %	2011 %	2012 %	Jan - Jun 2013
Private Sector	14	24,731	2.5	1.9	1.2	2.4
Public Sector	7	9,268	1.0	1.6	1.4	0.2
All Settlements	21	33,999	2.1	1.7	1.3	0.9

Table 2: Wage Settlements by Industry, Current Month, Current Three Years

	JUNE			ANNUAL		
	Agmts	Empls	Average Annual Increase %	2011 %	2012 %	Jan - Jun 2013
Industries						
Primary	1	400	1.7	3.3	2.5	2.1
Manufacturing	2	1,020	1.0	1.4	0.8	1.3
Construction	9	18,220	2.7	1.3	1.9	2.6
Trade and Finance	1	6,918	1.0	1.3	1.0	1.4
Transportation, Communications & Utilities	1	4,901	1.8	2.6	1.9	1.9
Public Administration	3	964	1.5	2.2	1.4	0.5
Education & Related Services	-	-	-	1.8	1.2	0.0
Health & Social Services	3	1,386	0.8	1.2	1.1	1.5
Other Services	1	190	2.0	2.2	1.7	2.1
All Settlements	21	33,999	2.1	1.7	1.3	0.9

Wage Trends by Sector

Graph 1: Public Sector (Broken down: BPS-Non Municipal, BPS Municipal, Federal) and Private Sector Settlement Trends



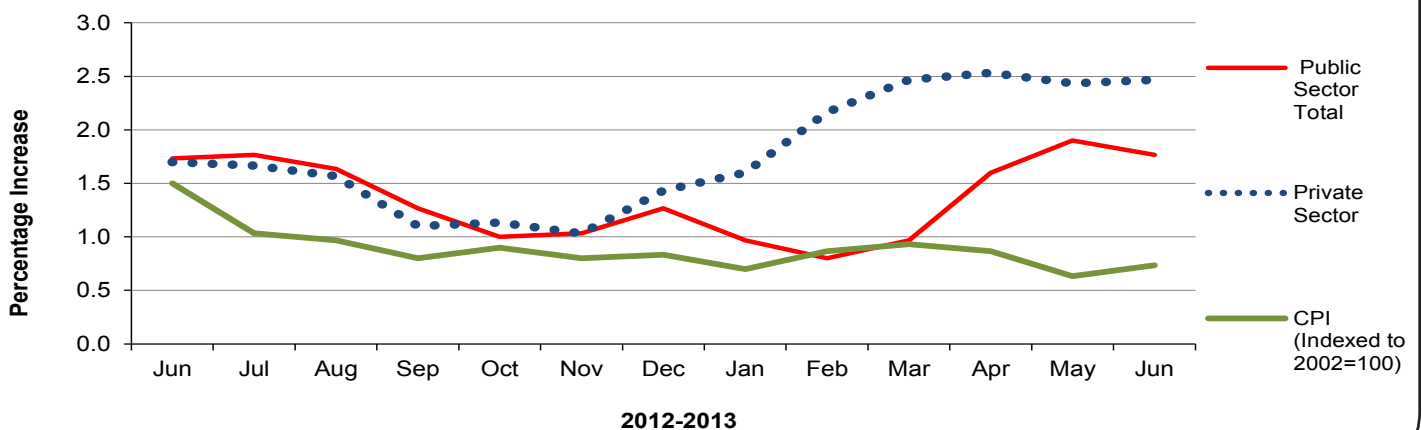
The above graph depicts the three-month moving average annual base wage increase for agreements covering 150 or more employees in the BPS Non-Municipal, the BPS Municipal, Federal and Private sectors in Ontario.

For the period of June 2012 to June 2013, the moving average annual base wage increase for the BPS Non-Municipal declined for six consecutive months from September 2012 to February 2013, then edged upwards, settling at 1.43% in June 2013.

The Federal sector three-month moving average annual base wage increase trended higher during the last three months of 2012, and then edged downward, settling at 0.57% in June 2013.

The three-month moving average annual base wage increase for the Private Sector had been declining until November then edged upward and settled at 2.47% in June 2013.

Graph 2: Consumer Price Index, Public (All Combined) and Private Sector Settlement Trends



The above graph depicts the three-month moving average annual base wage increase for agreements covering 150 or more employees for All Public combined, the Private sector and the Consumer Price Index for the province of Ontario.

For the period of June 2012 to June 2013, the Public Sector combined three-month moving average annual base wage increase had a declining trend, then edged upward since March 2013 and settled at 1.8% in June 2013.

For the period of June to December of 2012, the three-month moving average for the Consumer Price Index in Ontario had a decreasing trend, and settled at 0.7% in June 2013.

Wage Information is based on agreements covering 150 or more employees, a sample that represents 81% of all unionized employees in Ontario. Wage information is based on agreements ratified between April 1, 2012 to June 30, 2013 as of June 30, 2013. Wage information consists of an average annual base wage increase over the duration of a collective agreement and excludes lump sum payments. Wage information for the Private Sector includes COLA estimates.

Table 3: June Settlements

Employer	Union	Average Annual Wage Incr. %	1 st 12 months %	Approx. Number of Empls. (Ontario)	Duration of Wage Schedule (months)	Agmt. Expiry Date
Primary						
Resolute Forest Products (Thunder Bay Woodlands)	United Steelworkers	1.7 ¹	1.5	400	24	2014-10-31
Manufacturing						
Cargill (Cargill Meats)	Food & Commercial Workers	1.2 ²	1.3	840	48	2017-06-03
Kautex Textron North America	Cdn Auto Workers	0.0 ¹	0.0	180	48	2017-06-24
Construction						
Mechanical Contractors Association of Ottawa (high-rise)	Plumbers	2.6	2.1	150	36	2016-04-30
Mechanical Contractors Association Ontario (ICI)	Plumbers	2.8	2.2	12,000	36	2016-04-30
National Elevator and Escalator Association (ICI & Non-ICI)	Elevator Constructors	2.5	2.0	1,400	36	2016-04-30
North America Construction (1993) Ltd.	Christian Labour Assn	2.5	2.0	170	36	2016-05-31
Ontario Industrial Roofing Contractors Association (ICI)	Sheet Metal Workers	2.8	2.6	1,800	36	2016-04-30
Pipe Line Contractors Association of Canada	Intl Operating Engineers	3.0	3.0	200	36	2016-04-30
The Master Insulators' Association of Ontario (ICI)	Insulators	2.6	2.3	1,000	36	2016-04-30
The Master Insulators' Association of Ontario (maintenance)	Insulators	2.8	2.5	500	36	2016-04-30
Toronto Residential Low-Rise Forming Contractors Association	Labourers	2.8	2.9	1,000	36	2016-04-30
Trade & Finance						
Liquor Control Board of Ontario (LCBO)	Ont Public Service Empls	1.0 ¹	0.0	6,918	48	2017-03-31
Transportation, Communications & Utilities						
Bell Canada (clerical and associated)	Communications Energy Paperworkers	1.8	1.5	4,901	54	2017-11-30
Public Administration						
City of Greater Sudbury (outside)	Cdn Public Empls	1.7	1.5	498	36	2016-03-31
Corporation of the City of Cambridge (outside)	Cdn Public Empls	1.2	0.5	165	48	2016-12-31
Hamilton City (supervisors)	Cdn Public Empls	1.4	0.0	301	48	2014-12-31

Continued...

¹excluding lump sum payments²special adjustments for selected groups

Table 3: June Settlements (Cont'd)

Employer	Union	Average Annual Wage Incr. %	1 st 12 months %	Approx. Number of Empls. (Ontario)	Duration of Wage Schedule (months)	Agmt. Expiry Date
Health & Social Services						
Benevolent Society Heidehof for the Care of the Aged	Christian Labour Assn	0.0 ^{1,3,4}	0.0	160	36	2016-03-31
Waypoint Centre for Mental Health Care	Ont Public Service Empls	0.9 ^{1,5}	0.0	1,055	36	2014-03-31
Wesley Urban Ministries	Service Employees Intl	1.2	0.5	171	24	2015-03-31
Other Services						
Canada Lands (CN Tower)	Cdn Auto Workers	2.0	2.0	190	36	2016-05-31

¹ excluding lump sum payments³ wage reopener in year three⁴ additional adjustments to the top grid on April 1, 2014⁵ further lump sum payments for selected groups

Selected Settlement Summaries
(Key monetary items based on available information)

Mechanical Contractors Association Ontario (ICI) and the United Association of Journeymen and Apprentices of the Plumbing and Pipe Fitting Industry of the United States and Canada, various locals (12,000 employees)

a three-year renewal agreement, effective May 1, 2013, expiring April 30, 2016

- wage increases of \$1.10 in the first year, \$1.50 in the second and \$1.60 in the third year, representing a total wage package increase of \$4.20 over the term of the agreement
- improvements to room and board and travel allowances

Bell Canada and Communications, Energy and Paperworkers' Union (CEP) (4,900 clerical and associated employees)

a fifty-four (54) month renewal agreement, effective June 1, 2013, expiring November 30, 2017

- wage increases June 1, 2013: 1.5%, June 1, 2014: 1.75%, June 1, 2015: 2.0%, June 1, 2016: 2.0%, and June 1, 2017: 1.0%
- improvements to job security provision on outsourcing
- temporary employees with more than 36 months of service will be automatically converted to permanent status

National Elevator and Escalator Association (ICI and Non-ICI) and the International Union of Elevator Constructors, various locals (1,400 employees)

a three-year renewal agreement following a work stoppage, effective May 1, 2013, expiring April 30, 2016

- wage increases of \$1.10 in the first year, \$1.50 in the second year, and \$1.60 in the third year

Ontario Industrial Roofing Contractors' Association (ICI) and the Sheet Metal Workers' International Association, various locals (1,800 employees)

a three-year renewal agreement following a work stoppage, effective May 1, 2013, expiring April 30, 2016

- total wage package increases between \$3.60 (province) and \$4.00 (Toronto) over the term of the agreement
- improvements to board, zone and travel allowances

Liquor Control Board of Ontario (LCBO) and Ontario Public Service Employees Union (6,918 employees)

a four-year renewal agreement, effective April 1, 2013, expiring March 31, 2017

- lump sum payment in the first and second years and wage increases of 1.95% in the third and fourth years
- improvements to vision care and eye exam coverage
- increases to clothing allowance for seasonal employees
- starting wage rate 3% lower than the current wage rate for new casual employees
- casual employees who are terminated will receive \$2,000 for employment transition

Second Quarter 2013

During the second quarter of 2013, 130 collective agreements were ratified, each covering 150 or more Ontario-based employees. These agreements covered 120,835 employees (Table 5), 70.5% (85,191) of whom were in the private sector. By industry, the majority of employees were in health and social services (16,199), retail trade (7,463), electricity, gas and water (5,414) and communications (5,396) (Table 8).

Wage Adjustments

Second quarter settlements (Table 5) provided an overall annual increase of 2.2%, an increase from 0.4% in the previous quarter. In the public sector, the average annual wage increase was 1.6%, compared to 0.1% in the previous quarter. The private sector reported an average annual wage increase of 2.4%, up from 2.3% in the previous quarter. The industries with the highest average annual wage increases in the second quarter (Table 8) were construction (2.6%), local government (2.5%), transportation (2.4%), electrical products and accommodation and food services (2.0%), and personal services (1.9%). Annual wage adjustments for the industries with the highest concentration of employees averaged 1.8% in health and social services (16,199), 1.0% in retail trade (7,463), 1.7% in electricity, gas and water (5,414) and 1.8% in communications (5,396).

In the second quarter of 2013, approximately 17.4% (21,138) of all employees (Table 6) received average annual wage increases ranging from 1% to 1.9%, compared to 70.2% (84,843) who received average annual wage increases ranging from 2% to 2.9%. In the public sector, 28.5% (10,166) of employees were covered by agreements with average annual wage increases ranging from 1% to 1.9%, compared to 12.8% (10,972) of the private sector employees. In the private sector 83.3% (70,984) of employees received average annual wage increases ranging from 2% to 2.9%, compared to 38.8% (13,859) of public sector employees.

Of the total number of employees for whom agreements were reached during the second quarter of 2013 (Table 10), 70.0% (84,609) were covered by three-year agreements. In the private sector, three-year agreements were the most common, covering 88.6% (75,452) of employees compared to 1.41% (1,209) of employees covered by two-year agreements. In the public sector, 45.8% (16,331) were covered by two-year agreements and 25.7% (9,157) by three-year agreements. Approximately 44.15% (1,735) of manufacturing employees and 24.1% (10,835) of non-manufacturing employees were covered by three-year agreements.

Negotiations

On average, private sector agreements were ratified within 3.2 months from the start of negotiations, compared to 14.9 months in the public sector (Table 13).

Of all settlements reached during the second quarter of 2013, 23 agreements covering 26% (31,477) of employees were negotiated directly by the parties, compared to 56 agreements covering 48.9% (59,122) of employees reached with the assistance of conciliation or mediation.

Forty-seven (47) agreements, covering 20.6% (24,885) of employees were settled by arbitration, and four (4) agreements were reached following a work stoppage (Table 14).

In the public sector, approximately 31.6% (11,276) of employees reached settlements with the assistance of conciliation or mediation, while 10% (3,617) were reached through direct bargaining. In the private sector, 56.2% (47,846) reached agreements with the assistance of conciliation or mediation, compared to 32.7% (27,860) who settled by direct bargaining.

Upcoming Bargaining

Major negotiations continuing into the third quarter of 2013 include the federal government, municipalities, police services boards, hospitals, nursing homes and homes for the aged, universities, the Ontario Government (provincial police/civilian uniform), Hydro One, Canadian Red Cross, construction industry (ICI and Non-ICI) and the Council of Academic Hospitals of Ontario.

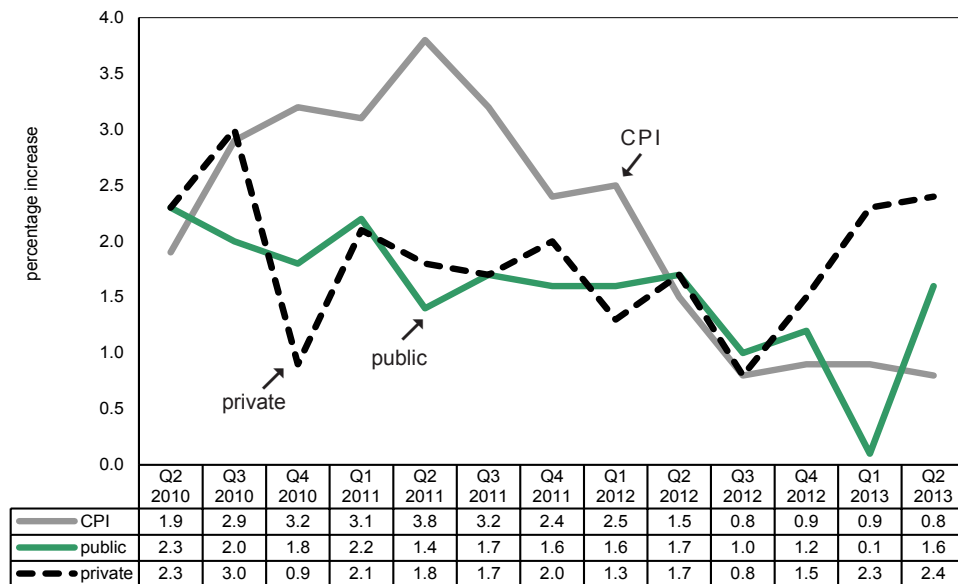
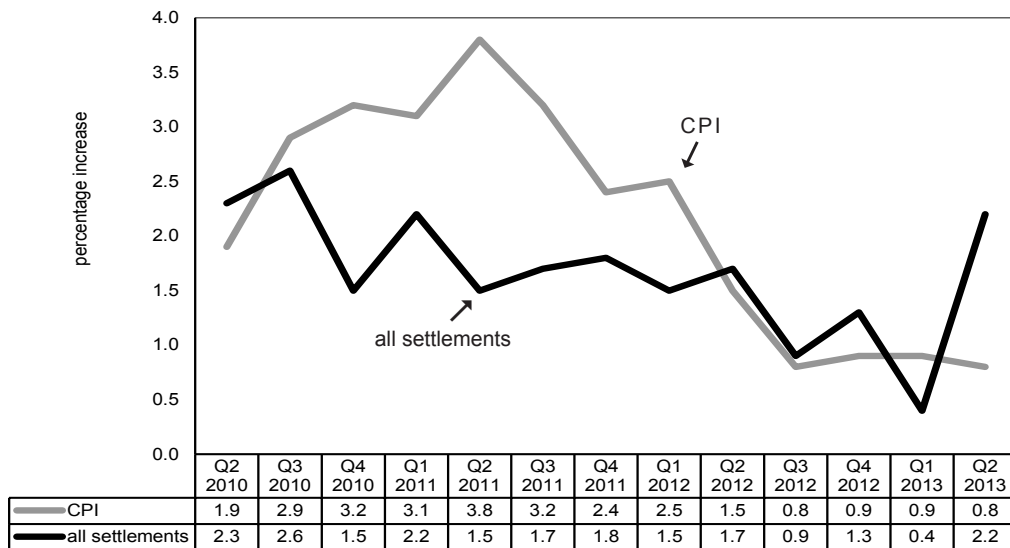
Major agreements scheduled to expire during the third quarter of 2013 include CAMI Automotive and Essar Steel Algoma.

Work Stoppages

During the second quarter of 2013, 21 work stoppages were reported under Ontario jurisdiction, compared to 52 reported for the same period in 2012. Work stoppages during the first half of 2013 involved 9,716 employees and resulted in 178,110 person-days lost, compared to 7,408 employees and 108,310 person-days lost reported during the same period in 2012 (Table 15 and 16).

From January to June 2013, eight work stoppages were reported in the manufacturing sector, a decrease from 13 reported during the same period in 2012. In comparison, the non-manufacturing sector reported five work stoppages compared to 22 reported during the same period in 2012. In the construction sector, eight (8) work stoppages were reported during the first half of 2013. During the second quarter of 2013, 0.02% of the estimated working time in Ontario was lost due to work stoppages (Table 16 and 17).

Table 4: Wage Trends - Last Three Years
Average Annual Increase in Base Wage Rates and Consumer Price Index



2010, 2011 & 2012 wage data are based on agreements covering 150 or more employees

Table 5: Average Annual Increases in Base Wage Rates by Sector (private and Public), Second Quarter 2012 to Second Quarter 2013

	All Agreements			Agreements with COLA			Agreements without COLA		
	Agmts	Empls	%	Agmts	Empls	%	Agmts	Empls	%
Second Quarter 2012									
Private Sector	48	22,275	1.7	7	3,653	2.2	41	18,622	1.6
Public Sector	53	66,652	1.7	1	6,600	2.7	52	60,052	1.6
All agreements	101	88,927	1.7	8	10,253	2.6	93	78,674	1.6
Third Quarter 2012									
Private Sector	32	37,942	0.8	5	20,116	0.2	27	17,826	1.4
Public Sector	73	66,308	1.0	-	-	-	73	66,308	1.0
All agreements	105	104,250	0.9	5	20,116	0.2	100	84,134	1.1
Fourth Quarter 2012									
Private Sector	31	14,966	1.5	4	1,809	0.4	27	13,157	1.6
Public Sector	50	61,579	1.2	1	18,620	1.4	49	42,959	1.1
All agreements	81	76,545	1.3	5	20,429	1.4	76	56,116	1.3
First Quarter 2013									
Private Sector	43	62,084	2.3	10	9,579	1.9	33	52,505	2.4
Public Sector	350	317,194	0.1	-	-	-	350	317,194	0.1
All agreements	393	379,278	0.4	10	9,579	1.9	383	369,699	0.4
Second Quarter 2013									
Private Sector	66	85,191	2.4	2	472	1.1	64	84,719	2.4
Public Sector	64	35,644	1.6	2	4,980	1.6	62	30,664	1.6
All agreements	130	120,835	2.2	4	5,452	1.6	126	115,383	2.2

Table 6: Distribution of Average Annual Increases in Base Wage Rates by Sector (private and public), Second Quarter 2013

	All Agreements			Private Sector			Public Sector		
	Agmts	Empls	%	Agmts	Empls	%	Agmts	Empls	%
No Increase	7	2,502	2.0	4	1,177	1.3	3	1,325	3.7
0.1 - 0.9 Percent	11	10,279	8.5	5	1,008	1.1	6	9,271	26.0
1.0 - 1.9 Percent	34	21,138	17.4	15	10,972	12.8	19	10,166	28.5
2.0 - 2.9 Percent	72	84,843	70.2	38	70,984	83.3	34	13,859	38.8
3.0 - 3.9 Percent	6	2,073	1.7	4	1,050	1.2	2	1,023	2.8
All Agreements	130	120,835	100.0	66	85,191	100.0	64	35,644	100.0

**Table 7: Average Annual Increases in Base Wage Rates by Sector
(manufacturing and non-manufacturing), Second Quarter 2012 to Second Quarter 2013**

	All Agreements			Agreements with COLA			Agreements without COLA		
	Agmts	Empls	%	Agmts	Empls	%	Agmts	Empls	%
Second Quarter 2012									
Manufacturing	27	10,725	1.6	7	3,653	2.2	20	7,072	1.3
Non-Manufacturing	71	76,792	1.7	1	6,600	2.7	70	70,192	1.6
Construction	3	1,410	2.4	-	-	-	3	1,410	2.4
All Agreements	101	88,927	1.7	8	10,253	2.6	93	78,674	1.6
Third Quarter 2012									
Manufacturing	12	21,866	0.2	3	19,656	0.2	9	2,210	0.9
Non-Manufacturing	92	81,684	1.1	2	460	2.4	90	81,224	1.1
Construction	1	700	0.0	-	-	-	1	700	0.0
All Agreements	105	104,250	0.9	5	20,116	0.2	100	84,134	1.1
Fourth Quarter 2012									
Manufacturing	14	5,355	1.0	3	1,459	0.0	11	3,896	1.4
Non-Manufacturing	67	71,190	1.3	2	18,970	1.5	65	52,220	1.2
All Agreements	81	76,545	1.3	5	20,429	1.4	76	56,116	1.3
First Quarter 2013									
Manufacturing	19	6,217	1.4	5	1,837	1.9	14	4,380	1.3
Non-Manufacturing	365	340,261	0.2	5	7,742	1.9	360	332,519	0.2
Construction	9	32,800	2.6	-	-	-	9	32,800	2.6
All Agreements	393	379,278	0.4	10	9,579	1.9	383	369,699	0.4
Second Quarter 2013									
Manufacturing	13	3,929	1.0	2	472	1.1	11	3,457	1.0
Non-Manufacturing	79	44,867	1.7	2	4,980	1.6	77	39,887	1.7
Construction	38	72,039	2.6	-	-	-	38	72,039	2.6
All Agreements	130	120,835	2.2	4	5,452	1.6	126	115,383	2.2

Table 8: Average Annual Increases in Base Wage Rates by Industry, Second Quarter 2013

	All Agreements			Agreements with COLA			Agreements without COLA		
	Agmts	Empls	%	Agmts	Empls	%	Agmts	Empls	%
Manufacturing									
Food, Beverage	4	2,016	1.0	-	-	-	4	2,016	1.0
Rubber, Plastics	1	185	1.0	-	-	-	1	185	1.0
Paper	1	158	1.0	-	-	-	1	158	1.0
Primary Metals	2	437	1.6	1	272	1.3	1	165	2.0
Transportation Equipment	2	542	0.0	-	-	-	2	542	0.0
Electrical Products	1	176	2.0	-	-	-	1	176	2.0
Chemicals	2	415	1.7	1	200	0.7	1	215	2.6
Total	13	3,929	1.0	2	472	1.1	11	3,457	1.0
Non-Manufacturing									
Forestry	1	400	1.7	-	-	-	1	400	1.7
Transportation	4	1,438	2.4	-	-	-	4	1,438	2.4
Storage	1	310	0.0	-	-	-	1	310	0.0
Communications	3	5,396	1.8	-	-	-	3	5,396	1.8
Electricity, Gas, Water	3	5,414	1.7	2	4,980	1.6	1	434	2.7
Retail Trade	3	7,463	1.0	-	-	-	3	7,463	1.0
Education & Related Services	2	1,000	0.4	-	-	-	2	1,000	0.4
Health & Social Services	47	16,199	1.8	-	-	-	47	16,199	1.8
Recreational Services	1	400	0.6	-	-	-	1	400	0.6
Management Services	1	344	0.9	-	-	-	1	344	0.9
Personal Services	2	600	1.9	-	-	-	2	600	1.9
Accommodation & Food Services	1	190	2.0	-	-	-	1	190	2.0
Federal Government	1	280	1.7	-	-	-	1	280	1.7
Provincial Government	1	565	0.0	-	-	-	1	565	0.0
Local Government	8	4,868	2.5	-	-	-	8	4,868	2.5
Total	79	44,867	1.7	2	4,980	1.6	77	39,887	1.7
Construction	38	72,039	2.6	-	-	-	38	72,039	2.6
All Industries	130	120,835	2.2	4	5,452	1.6	126	115,383	2.2

Table 9: Average Annual Increases in Base Wage Rates, All Industries, Second Quarter 2013

	All agreements			Agreements with COLA			Agreements without COLA		
	Agmts	Empls	%	Agmts	Empls	%	Agmts	Empls	%
Manufacturing	13	3,929	1.0	2	472	1.1	11	3,457	1.0
Non-Manufacturing	79	44,867	1.7	2	4,980	1.6	77	39,887	1.7
Construction	38	72,039	2.6	-	-	-	38	72,039	2.6
All Industries	130	120,835	2.2	4	5,452	1.6	126	115,383	2.2

Table 10: Average Annual Increases in Base Wage Rates by Duration and Sector, Second Quarter 2013

	All Agreements			Private Sector			Public Sector		
	Agmts	Empls	%	Agmts	Empls	%	Agmts	Empls	%
One-year agreements	4	1,710	1.8	2	687	0.0	2	1,023	3.1
Two-year agreements	45	17,540	1.9	4	1,209	0.9	41	16,331	1.9
Three-year agreements	61	84,609	2.4	50	75,452	2.6	11	9,157	1.5
Four-year agreements	15	10,918	1.3	5	1,785	1.9	10	9,133	1.2
Five-year agreements	4	5,683	1.8	4	5,683	1.8	-	-	-
Six-year agreements	1	375	1.3	1	375	1.3	-	-	-
All Agreements	130	120,835	2.2	66	85,191	2.4	64	35,644	1.6

Table 11: Average Annual Increases in Base Wage Rates by Duration (manufacturing and non-manufacturing), Second Quarter 2013

	Manufacturing			Non-Manufacturing			Construction		
	Agmts	Empls	%	Agmts	Empls	%	Agmts	Empls	%
One-year agreements	2	687	0.0	2	1,023	3.1	-	-	-
Two-year agreements	-	-	-	45	17,540	1.9	-	-	-
Three-year agreements	7	1,735	1.3	16	10,835	1.5	38	72,039	2.6
Four-year agreements	3	1,235	1.3	12	9,683	1.3	-	-	-
Five-year agreements	1	272	1.3	3	5,411	1.9	-	-	-
Six-year agreements	-	-	-	1	375	1.3	-	-	-
All Agreements	13	3,929	1.0	79	44,867	1.7	38	72,039	2.6

Table 12: Duration of Negotiations by Sector, Second Quarter 2013

	Total		Private Sector		Public Sector	
	Agmts	Empls	Agmts	Empls	Agmts	Empls
1-3 Months	56	67,078	47	62,165	9	4,913
4-6 Months	22	33,553	14	21,346	8	12,207
7-9 Months	4	1,319	3	905	1	414
10-12 Months	2	561	1	375	1	186
13 Months and Over	46	18,324	1	400	45	17,924
Total	130	120,835	66	85,191	64	35,644

Table 13: Average Duration of Negotiations by Sector, Second Quarter 2013

Average Duration of Negotiations	
	months
Private Sector	3.2
Public Sector	14.9
Total	9.0

Table 14: Stage of Settlement by Sector, Second Quarter 2013

	Total		Private Sector		Public Sector	
	Agmts	Empls	Agmts	Empls	Agmts	Empls
Direct Bargaining	23	31,477	17	27,860	6	3,617
Conciliation	30	23,599	26	22,040	4	1,559
Mediation	26	35,523	15	25,806	11	9,717
Arbitration	47	24,885	4	4,134	43	20,751
Work Stoppage	4	5,351	4	5,351	-	-
Total	130	120,835	66	85,191	64	35,644

Table 15: Work Stoppages, January - June 2012 and 2013

	January - June 2013	January - June 2012
Manufacturing	8	13
Non-Manufacturing	5	22
Construction	8	17
All Industries	21	52

Table 16: Person-Days Lost, January - June 2012 and 2013

	January - June 2013	January - June 2012
Manufacturing	48,350	42,970
Non-Manufacturing	8,710	63,450
Construction	121,050	1,890
All Industries	178,110	108,310

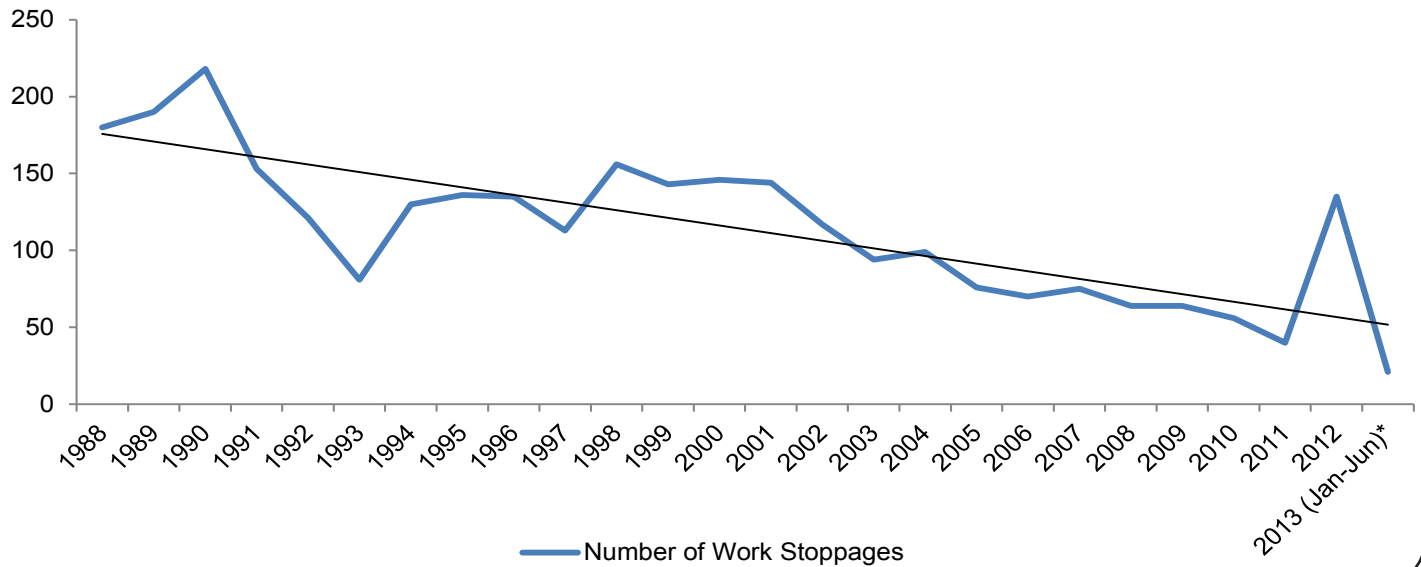
As of June 30, 2013, 11 work stoppages, covering a total of 3,731 employees were carried over to July 2013.
(Data are collected for all work stoppages involving two or more employees under Ontario Jurisdiction).

Table 17: Work stoppages Under Ontario Jurisdiction, 1988 - June 2013

Year	Number of Work Stoppages	Number of Employees Involved	Number of Employees Per Work Stoppage	Number of Person-Days Lost	Number of Person-Days Lost Per Employee Involved	Average Duration of Work Stoppages (Days Out)	Person-Days Lost as % of Estimated Working Time
1988	180	62,082	345	1,362,150	21.9	35	0.12
1989	190	45,679	240	868,630	19.0	35	0.08
1990	218	81,022	372	2,957,640	36.5	43	0.26
1991	153	25,448	166	453,520	17.8	43	0.04
1992	121	38,160	315	577,710	15.1	39	0.05
1993	81	15,620	193	371,150	23.8	42	0.03
1994	130	25,456	196	488,320	19.2	34	0.05
1995	136	57,318	421	476,960	8.3	39	0.04
1996	135	216,917	1,607	1,914,900	8.8	39	0.16
1997	113	176,029	1,558	1,904,210	10.8	50	0.16
1998	156	69,411	445	1,060,990	15.3	38	0.09
1999	143	44,980	315	651,100	14.5	39	0.05
2000	146	55,267	379	649,730	11.8	39	0.05
2001	144	34,652	241	671,990	19.4	35	0.05
2002	117	66,572	569	1,510,580	22.7	40	0.11
2003	94	23,807	253	494,880	20.8	38	0.04
2004	99	20,952	212	486,840	23.2	37	0.03
2005	76	12,239	161	403,210	32.9	45	0.03
2006	70	30,240	432	394,600	13.0	48	0.03
2007	75	25,257	337	389,130	15.4	39	0.03
2008	64	19,118	299	281,770	14.7	48	0.02
2009	64	42,573	665	1,549,560	36.4	71	0.11
2010	56	10,711	191	704,630	65.8	71	0.05
2011	40	11,502	288	352,160	30.6	65	0.02
2012	135	65,982	489	200,600	3.0	13	0.01
2013 (Jan-Jun)*	21	9,716	463	178,110	18.3	27	0.02

* preliminary
Source: Collective Bargaining Information Services, Dispute Resolution Services

Work Stoppages



* preliminary

The number of work stoppages has a decreasing trend (Chart 1) from 1988 to 2011. The high was in 1990 with 218 Work Stoppages. The low in 2011 was 40. Roughly 50% of the numbers of work stoppages during 2012 were due to School Board Agreements during the month of December. For the period between January and June 2013 there were 21 work stoppages covering 9,716 employees with 178,110 person-days lost in total.

Table 18: Major Negotiations Underway

Employer	Union	Location	Approx. Number Empls (Ontario)	Agmt. Expiry Date
Federal Government	PSAC, PIPSC et al	Canada-wide	32,680	Various dates
Various Municipalities (excluding Police Services Boards)	CUPE et al	Various locations	18,850	Various dates
Police Services Boards	Police Association	Various locations	8,800	Various dates
Hospitals	CUPE, OPSEU et al	Various locations	49,500	Various dates
Nursing Homes/Homes for the Aged	SEIU et al	Various locations	46,000	Various dates
Universities	CUPE et al	Various locations	20,815	Various dates
Ontario Government (provincial police) (civilian/uniform)	Ontario Provincial Police	Province-wide	8,200	2011-12-31
Hydro One	CUPE	Province-wide	3,800	2013-03-31
Canadian Red Cross Society	SEIU	Province-wide	3,400	2013-03-31
Construction (ICI and Non-ICI)	Labourers, Carpenters et al	Province-wide	38,320	2013-04-30
Council of Academic Hospitals of Ontario	Interns and Residents Association	Various locations	4,000	2013-06-30
CAMI Automotive	Cdn Auto Workers	Ingersoll, T	2,140	2013-09-16
Essar Steel Algoma	USW	Sault. Ste. Marie	2,650	2013-07-31

As of June 30, 2013, there were 298 agreements, each covering 150 or more employees, that have expired and not been renewed.

Table 19: Consumer Price Index (2002=100)*

	April 2013	May 2013	June 2013	2010	2011	2012	Year-to-date 2013
Canada	0.4	0.7	1.2	1.8	2.9	1.5	0.8
Ontario	0.4	0.5	1.3	2.4	3.1	1.4	0.8
Toronto	0.6	0.7	1.4	2.5	3.0	1.5	0.9
Ottawa-Gatineau (Ont. part)	0.3	0.5	1.3	2.5	3.0	1.3	0.8
Thunder Bay	0.0	0.3	1.2	2.1	3.1	0.9	0.5

* Percentage change from previous year
Source: Statistics Canada

Data for the months of March, June, September and March include quarterly information.

Information in this report is based on collective agreements covering 150 or more employees, a sample that represents 81% of unionized employees in Ontario. Wage data in this report are derived exclusively from information reported to Collective Bargaining Information Services. Data for the current month are preliminary. All percentage wage data are calculated on the base rate, weighted by the number of employees, and include cost-of-living adjustments (COLA) where applicable, calculated at projected rates of inflation. The increases do not necessarily reflect the average increase for each member of the bargaining unit.

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